

ARBITRATION EXPERIENCE

Following my retirement in early 2012 after 24 years as Regional Director for the NLRB, I have continued my career as a neutral by serving as an arbitrator and mediator in a wide variety of private and public sector disputes. I have been appointed to several national and regional permanent panels jointly selected by management and labor and have issued dozens of Opinions and Awards involving discipline, contract interpretation and procedural issues arising under both collective bargaining contracts and organizing agreements. I have also remained active in the labor-relations community, particularly with the King County Bar Association and LERA, and continue to speak at conferences and meetings in the Pacific Northwest regarding arbitration and related labor law topics.

Current Panels

Hospital Corporation of America (HCA) & SEIU; HCA & Calif. Nurses Assoc./NNOC; Fairbanks North Star Borough & Alaska Public Employees Association; Oregon University System & SEIU 503; Oregon Health & Science University & AFSCME Local 328; California Hospital Association & SEIU-UHW-West; Orlando Health Inc. & NNOC FL/NNU; Allegheny Health Network & SEIU HCPA.

Arbitration Rosters

FMCS; American Arbitration Association; Washington PERC; Oregon ERB; Montana Board of Personnel Appeals.

Leadership

Chair, King County (Seattle) Bar Association, Section of Labor and Employment Law (2102-2013); Chair, 2012 Pacific Coast Labor & Employment Law Conference; Trustee, King County Bar Association, Section of Labor and Employment Law; Various leadership positions on numerous NLRB committees and projects, including the Impact Analysis Committee, and the Regional Directors' Committee.

Awards

Presidential Rank Award, 2010, based on record of outstanding achievement throughout career as NLRB Regional Director; Vice Presidential Award, 1997, conferred for innovation and efficiency.

Professional Memberships/Activities

Fellow, The College of Labor and Employment Lawyers; American Bar Association, Sections of Labor and Employment Law and Dispute Resolution; LERA; King County Bar Association, Sections of Labor and Employment Law and Alternative Dispute Resolution; Massachusetts Bar; Frequent Speaker at numerous conferences, including American Bar Association Annual Labor & Employment Law Conference; Pacific Coast Labor & Employment Law Conference; Washington and Oregon Bar Association Conferences; LERA, Northwest Chapter Annual Conference; Oregon Labor Law Annual Conference; Alaska AFL-CIO Annual Conference; University of Washington and Seattle University Schools of Law; SHRM

Education

Columbia University, B.A.; Northeastern University School of Law, J.D.

FEES

Per Diem

\$1,500 both for in-person arbitration hearings, study time and preparation of Opinion and Award, and for mediation sessions.

Hearings

In-person hearings and mediations are ordinarily charged at a minimum of one day except in circumstances agreed in advance. Telephonic or other expedited hearings are charged at \$250 per hour, to a maximum of the per diem rate.

Cancellation Policy

One-half day per scheduled day of hearing for matters cancelled between 30 and 15 days prior to start of scheduled hearing; one full day per scheduled day of hearing for matters cancelled 14 days or fewer prior to start of hearing.

Travel Time

Travel time exceeding 3 hours one way on a day other than the scheduled arbitration or mediation may be charged at the rate of \$75.00 per hour.

Expenses

Actual cost of reasonable expenses is charged, including items such as airfare, car rental, food and lodging. Automobile mileage is charged at IRS rate. Airfare will be charged at the lowest fully refundable fare available for reasonably convenient flights at the time of purchase.

Detailed terms of engagement will be forwarded to parties upon selection.